



## **Compensation Philosophy**

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### **1.0 POLICY**

The Board of Commissioners has adopted a compensation philosophy, which provides a foundation for the development of the pay plan.

### **2.0 DEFINITIONS**

None.

### **3.0 PROCEDURE / RULE**

**3.1** This philosophy states that County Government exists to provide certain necessary and important services to the citizens of Lee County. In order to fulfill this responsibility, the County must attract and retain competent and loyal employees who are dedicated to the mission of providing high quality public service. This requires a comprehensive compensation program that rewards and recognizes employee commitment, skill development and quality delivery throughout performance excellence.

**3.2** Principles of the compensation philosophy are:

- A.** Individuals will be paid in a fair and consistent manner relative to the scope and responsibilities of the job.
- B.** The County will compensate its employees at a sufficiently competitive level that attracts and retains quality employees based on a comparative market analysis.
- C.** Performance pay will allow employees to earn additional compensation based on exceptional achievement of individual and team results and enhancement of skills.
- D.** The County will recognize the value of long-term commitment to the organization and continued performance excellence by the award of longevity pay to employees with at least five (5) years of service.

- E. The County will consider the economic well being of the organization in the administration of the compensation and benefits program.
- F. A competitive, cost efficient benefit program will be offered to all eligible employees.

#### **4.0 APPENDIX / APPENDICES**

None.